

***Minutes of the Faculty Concerns Committee***  
***February 23, 2010***

The Faculty Concerns Committee held its monthly meeting for January on January 26, 2010, in Plaster Student Union, Room 315. Judith Martin, chair, opened the meeting at 3:30 p.m. Minutes were kept by Ruth Barnes, secretary. Refreshments were served.

**In attendance:** Ruth Barnes (TD), Brooks Blevins (HIS), Jef Cornelius-White (CLSE), Daniel Crafts (HRA), Michael Craig (BMS), Elizabeth Dudash (COM), Vicki Dunlop (Laboratory School), Keith Ernce (HPER), David Hays (MUS), Reza Herati (CHM), Michael Hudson (SMAT), Rajinda Jutla (GGP), Tom Kane (PSY), Kyoungtae Kim (BIO), Judith Martin (MCL), Gabriel Ondetti (PLS), Sharmistha Self (ECO), Yili Shi (ENG), Rathel Smith (COBA), Tracy Stout (LIB), John Strong (REL), Joan Test (CEFS), Duat Vu (AD), Randall Wallace (RFT), Cameron Wickham (MTH), Yang Wang (CS), Ye Wang (CSD), Johnny Washington (PHI), Rebecca Woodard (Senate Chair-elect)

**Absences:** Patricia Cahoj (PT – excused), Roberto Canales (CHHS), Thomas Dickson (MJF), John Harms (SOC), Caroline Helton (Nursing), Thomas Kachel (FID), Melody Lapreze (MGT), Duane Moses (CIS), Stevan Olson (ACT), James Philpot (FGB), Emmett Redd (PAMS – excused), Michael Roling (AGR), Allen Schaefer (MKT), Elizabeth Sobel (Sociology, Anthropology & Criminology),

**Departments without representative:** Computer Science, Defense & Strategical Studies, Military Science, Social Work

**Approval of minutes:** motion to approve by Tom Kane; second by Keith Ernce. January 2010 minutes approved as corrected.

**Announcements**

1. New location for next meeting: Tues. March 30 3:30pm in PSU **308 AB**
2. Town Hall meeting on state budget crisis tomorrow, Wed., Feb. 24 at 3pm in PSU Theatre.
3. Resolution on faculty representation on presidential search committee passed Faculty Senate.
4. Meeting of First Year Programs committee with Provost postponed.

**Report from subcommittee on leadership assessment**

**President and Provost Survey – Tom Kane**

- Report includes background, quantitative table, and recommendations aligned with four main themes from first page
- Qualitative analysis and common qualitative data themes
- Number of respondents: 320
- Recommendations:
  1. Shared governance: recommend that Faculty Senate and Provost create a commission to study shared governance
  2. Morale regarding compensation/merit: over next few years, during bad budget situation, prioritize morale rather than compensation/merit
  3. Budget crisis: please keep communication going
  4. Variation in President and Provost evaluations: recommend they review the Department Conditions Evaluations to learn more about how local conditions differ across departments and colleges.
- Tom Kane asks that departments are encouraged to complete the Conditions Survey
- Request by Jef Cornelius-White to strengthen the language of recommendation #1, so that it reads as above, in these minutes – committee approves
- Question about order of recommendations
- Correction about year (should be 2009 throughout)
- Vote to approve: passes

**New charge on PEC resolution on accreditation reports, work load, and tenure and promotion**

- Discussion about wording of fourth paragraph
- Motion by Joan Test to change to “program development, coordination, review, accreditation and supervision” – second by Tom Kane – passes
- Motion to change fourth paragraph:

Whereas PEC passed a resolution in November 2009 and revised it through negotiation with the administration in February 2010; whereas accreditation and program review are important tasks beyond the PEC; be it resolved to revise paragraph four of the University Workload Policy to read: “The University supports rigorous curriculum at both the undergraduate and graduate levels and clearly and strongly supports faculty involvement in mentoring student research. Thus, the construction of viable workload policies, equitable both within and between departments, requires that departmental workload policies address: specific courses and the workload of each; program development, coordination, review, accreditation and supervision; individualized research or readings supervision; thesis supervision; extensive off-campus travel associated with job duties; and other activities valued by the department that increase a faculty member’s workload (i.e., as measured in equated hours).”

### ***Old Business***

- GEP 101 compensation
  - Review of information from January meeting, and procedural issue: FCC is asking Senate to change a resolution that was already passed
  - Tom Kane has written a new resolution, would like input from committee. Rationale: the issue goes beyond budgetary shortfall.
  - Discussion: If faculty are requested to teach beyond their workload, they may refuse. The \$2000 was negotiated between Provost and an agent of the Provost’s office (violation of workload policy). If Provost agrees to this resolution, GEP 101 will be added to the University Workload agreement, and will make faculty aware of the workload policy and that \$2000 is inappropriate.
  - Motion by Tom Kane to allow chair to participate in discussion.
  - All overload is voluntary. Teaching GEP 101 is voluntary and overload. The resolution would link teaching of GEP 101 to University Workload Policy.
  - Informal straw poll to allow Tom Kane to open a discussion with the Provost about GEP 101 compensation
  - Motion by Elizabeth Dudash to table vote on new resolution – second by Keith Ernce – passes

### ***New Business***

No new business

***Motion to adjourn*** by Rathel Smith; second by Tracy Stout. ***Adjournment at 16H45***

Next Faculty Concerns Committee meeting: March 30, 2010